

## School Board of Charlotte County Bylaws & Policies

### 2260 - NONDISCRIMINATION AND ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

Any form of discrimination or harassment can be detrimental to an individual's academic progress, social relationship and/or personal sense of worth. The School Board will not discriminate nor tolerate discrimination or harassment in its educational programs or activities on the basis of race, color, religion, disability, religion, gender, ancestry, age, national origin, genetic information, military status, marital status all of which are classes protected by state and/or federal law.

The Board also does not discriminate in its employment policies and practices as they relate to students. Educational programs shall be designed to meet the varying needs of all students.

In order to achieve the aforesaid goal, the Superintendent shall do the following:

- A. **Curriculum Content** - review current and proposed courses of study and textbooks to detect any bias based upon race, color, gender, disability, religion, national origin, ancestry, or culture; ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc., toward the development of human society;
- B. **Staff Training** - develop an ongoing program of inservice training for school personnel designed to identify and solve problems of color/racial, gender, religious, national, cultural, or other bias in all aspects of the program;
- C. **Student Access** - review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access thereto and are not segregated on the basis of race, color, creed, gender, disability, or national origin, in any duty, work, play, classroom, or school practice, except as permitted under state regulations;
- D. **District Support** - ensure that like aspects of the District's program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters; and
- E. **Student Evaluation** - ensure that tests, procedures, or guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on the basis of race, color, creed, gender, or national origin.

The Superintendent shall appoint a Compliance Officer whose responsibility it will be to ensure that federal and state regulations are complied with and that any complaints are dealt with promptly in accordance with the law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Act is provided to students, their parents, staff members, and the general public.

A student may request an investigation of any procedure or practice in educational programs, admissions, services, activities, and disciplinary actions if there is a question of discrimination. If a student feels that s/he has been discriminated against or harassed, s/he may follow the steps for complaint that are outlined in the Code of Student Conduct.

F.S. 760.08, 760.021, 1000.05

F.A.C. 6A-19.001

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

29 U.S.C. Section 794, Rehabilitation Act of 1973

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990

42 U.S.C. 6101 et seq.

34 C.F.R. Part 110 (7/27/93)

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

Title III of the No Child Left Behind Act of 2001

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